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SOURCE Hsin-wen Jih-pao.

NORTH CHINA PEOPLE'S GOVERNMENT
REGULATES FACTORY ADMINISTRATION

The North China People's government recently issued regulations gov-
erning the establishment of administrative committees and workers' delegates
assemblies in public enterprises and factories. The text of the regulations
is as follows:

General

Article 1 -- On the basis of decisions taken at the Sixth National
Labor Congress, administrative committees and workers' delegates assemblies
shall be established in public enterprises and factories.

Organization of Administrative Committees

Article 2 -- Each state, public factory, or business enterprise shall
organize an administrative committee consisting of: the factory chief or
manager, the factory deputy chief, the chief engineer, other personnel re-
sponsible for production, and workers' delegates corresponding in number to
the above. The factory chief, deputy chief, chief engineer, and chairman
of the labor union shall be members ex officio; other persons responsible
for production who shall participate on the committee shall be determined
by higher authority upon recommendation from the factory chief. Workers'
delegates shall be elected either at a mass meeting of all workers, called
by the union, or by the workers' delegates assembly. The number of adminis-
trative committeemen shall be determined according to the size of the factory
and may range from 5 to 17.

Article 3 -- In cases where large factories or business enterprises
have branch plants, offices, sections, etc., these branch units shall like-
wise establish administrative committees organized in the same manner as
the committees of the central unit.

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Article 4 -- Elections for membership in the administrative committee shall be held annually or semiannually; incumbents may succeed themselves. Special elections can be held at any time to remove irresponsible incumbents from office.

Article 5 -- In small factories or branch plants, the administrative committee shall meet once each week. Central administrative committees shall meet once every 2 weeks. Sessions may be called at any time necessary.

Functions of Administrative Committee and Factory Chief

Article 6 -- The administrative committee shall be organized as the administrative agency, exercising centralized leadership in factories and business enterprises under the direction of the higher authorities administering factories and business enterprises. The duty of the administrative committee shall be to discuss and settle all important matters in production and administration, such as production plans, business transactions, administrative regulations, production organization, hiring and firing of personnel, wages and welfare, etc.; and to examine and submit periodic reports on such activities. These duties shall be discharged in accordance with production plans set by the higher authority.

Article 7 -- The factory chief (or manager) shall be chairman of the administrative committee. Decisions of the committee shall become effective upon order of the chairman. Leadership of the lower-ranking administrative committees (those of branch plants, etc.) by the higher-ranking administrative committees shall be exercised at the direction of the factory chief.

Article 8 -- Should the factory chief (or manager) consider a measure passed by a majority of the committee to be contrary to the best interests of the factory, or incompatible with instructions from higher authority, the factory chief or manager has the power to abrogate the measure; however, he must immediately report such action to higher authority and request instructions.

Article 9 -- Should a majority of the administrative committee consider action taken by the factory chief (or manager), as in the preceding article, to be improper, or hold opinions contrary to his pronouncement, they may report their own opinions to higher authority at the same time and request instruction; however, until they receive final instruction on the matter from higher authority, they shall abide by the decision of the factory chief.

Article 10 -- In urgent matters which cannot await action by the administrative committee, the factory chief (or manager) has the power to act on his own initiative; but he must inform the administrative committee on such action and request that it be ratified.

Standing Committee of the Administrative Committee

Article 11 -- In large factories and business enterprises, to facilitate the enforcement of the committee's decisions and the timely inspection of the work, a standing committee may be organized, composed of the factory chief, the chief of the labor union, and one member elected from the administrative committee. The factory chief (or manager) shall be chairman ex officio and, in the spirit of the administrative committee's decisions, shall act on all daily matters of relative gravity in production, administration, personnel, wages, welfare, etc.

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Article 12 -- The standing committee must regularly discuss all problems, raised throughout the plant so that all measures to be taken shall be known to the whole committee, and so that they may equitably decide and enforce such measures to their mutual satisfaction.

Article 13 -- In factories or business enterprises in newly liberated areas still under military administration, the military representative stationed at a factory shall be a member ex officio of the administrative committee and the standing committee.

Organization of Workers' Delegates Assemblies

Article 14 -- Each state or public factory having 200 or more workers shall organize a factory workers' delegates assembly. No such assembly shall be established in factories having less than 200 workers, but in such cases a group assembly of all workers shall be called once or twice each month by the labor-union chief.

Article 15 -- Representatives to the workers' delegates assembly shall be chosen from all basic strata of the production departments, e.g., small production units or production sections. Each representative shall be directly responsible to the workers he represents.

Article 16 -- Representatives to this assembly shall be elected once each year, but if a representative's constituents consider him to be irresponsible, he may be replaced by another election at any time. Incumbents may succeed themselves.

Article 17 -- The workers' delegates assembly shall be called into session once or twice each month. Generally, such sessions shall be held on public holidays or during work recesses, and may not take up more than a half day at the most.

Article 18 -- Large factories or large business enterprises employing a great number of people and consisting of branch plants (or departments or offices) under the jurisdiction of main factories may divide their representative assembly into two groups. Representatives to the main factory assembly may be elected by the branch plant, but they shall be elected directly by the mass of workers.

Functions of Workers' Delegate Assembly

Article 19 -- The workers' delegates assembly has the right to hold hearings and discussions on the administrative committee's announcements, to examine the actions of the administrative committee with respect to plant management, administration, and the behavior of the leaders, and to exercise critical and advisory functions with respect to the administrative committee.

Article 20 -- All decisions of the workers' delegates assembly concerning the administration of a factory or business enterprise must first meet the approval of the administrative committee and be promulgated by order of the factory chief before they become effective.

Article 21 -- The workers' delegates assembly of any given factory shall be the representative assembly for the union organization of that factory, but the union council of the factory shall be wholly obligated to carry into effect all decisions of the representative assembly concerning union affairs. Without a decision from higher union authorities, the union council may not alter any decision of the delegates assembly.

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